

Building Cultures of Health and Wellness in Communities: Evidence-based Strategies for Success

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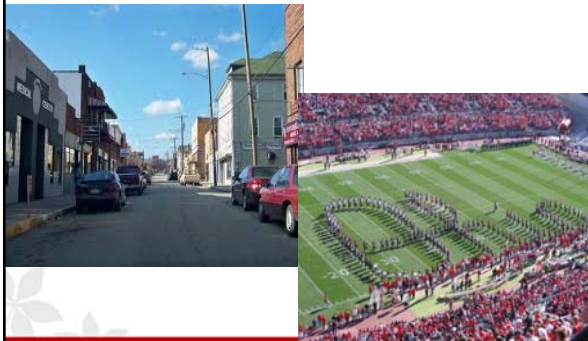
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To stay alert and promote our cardiovascular health, let's have active audience participation during my presentation



From a Small Coal Mining Town to Buckeye Nation: My Story



Wellness

- The optimal state of living well, regardless of an individual's spectrum of health
- Encompasses physical, intellectual, mental, emotional, social, occupational, financial, environmental and spiritual well-being



Considering all Causes of Morbidity and Mortality, Behaviors are the #1 Killer of Americans



Current State of Health in the U.S.

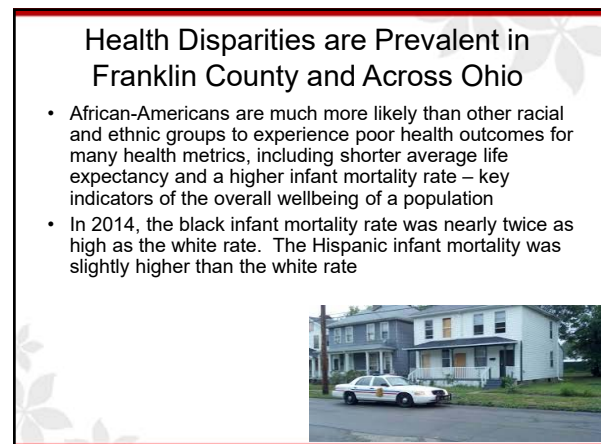
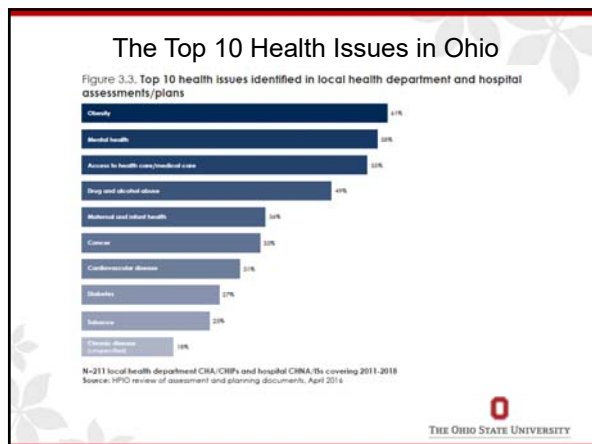
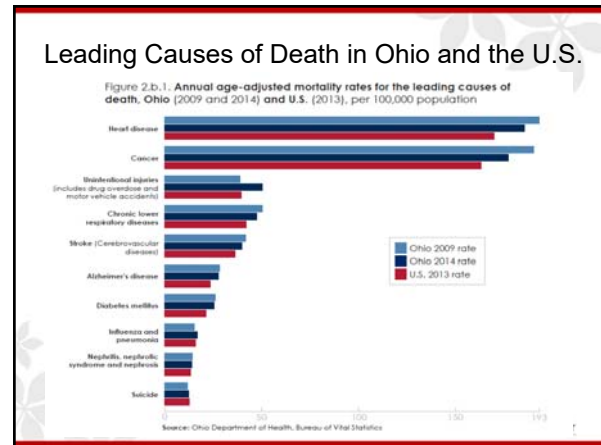
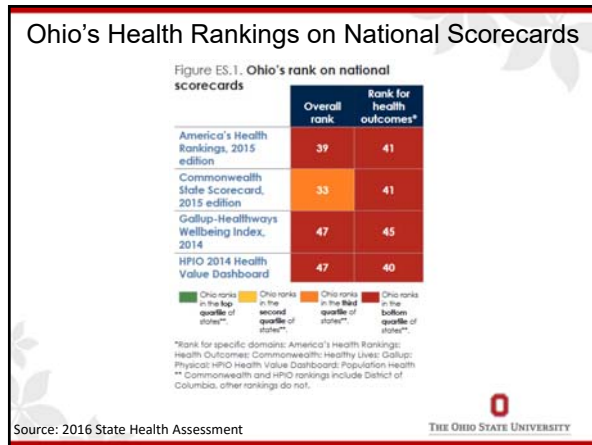
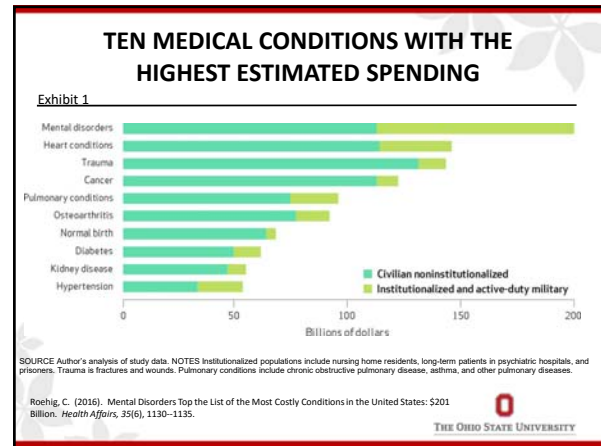
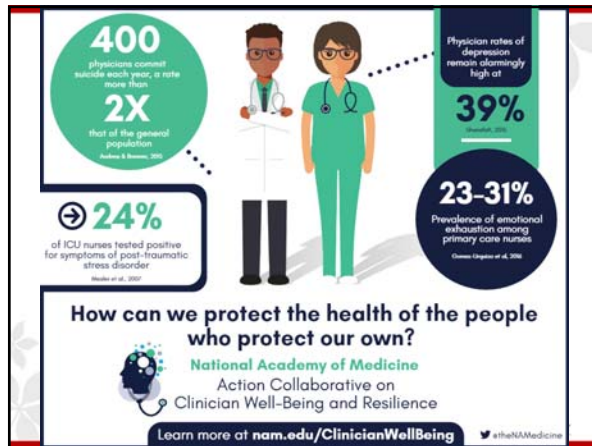
Overweight and obesity will soon surpass tobacco as the number one cause of preventable death and disease in the United States; 42% of Americans will be obese by 2030 (CDC, 2012); 1 out of 3 Americans will have diabetes by 2050

One out of 2 Americans have a chronic disease

One out of 4 Americans have multiple chronic conditions

Our children are now predicted to have a shorter life span than their parents





What Will the Last 10 Years of YOUR Life Look Like? *Wellness Starts with Each of Us*

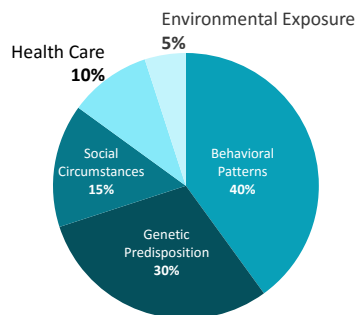


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Every day, we make behavioral choices that influence our health and wellness outcomes



Contributors to Premature Death



Schroeder, S.A., NE J Med 2007

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What Does The Evidence Tell Us? Stress and Depression are Prevalent

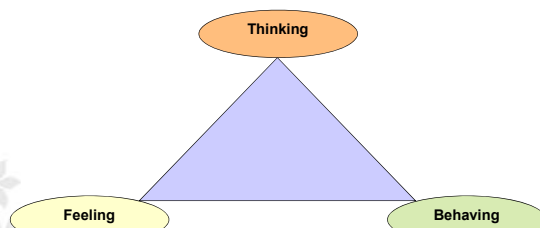


One out of 4 individuals have a mental health problem. Depression and stress are poor predictors of health and wellness outcomes



Although Cognitive-Behavioral Therapy/Skills Building is the Best Evidence-based Treatment for Mild to Moderate Depression and Anxiety, Few Receive It

The thinking/feeling/behaving triangle



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Based on Evidence, What Do We Know?

People who have the following behaviors have 66% less diabetes, 45% less heart disease; 45% less back pain, 93% less depression, and 74% less stress

- **Physical activity**- 30 minutes 5 days per week
- **Healthy eating**- 5 fruits and vegetables per day
- **No smoking**
- **Alcohol in moderation**- 1 drink per day for women, 2 drinks per day for men

Getting 7 hours of sleep and regularly engaging in stress reduction will result in even greater reductions in chronic disease.

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6.3

Percent of adults who engage in the 5 leading health behaviors that can reduce the risk of chronic disease. Nearly 83% of health-care spending could be cut if more people employed:

- ❖ Not Smoking
- ❖ Exercising regularly
- ❖ Avoiding alcohol or drink in moderation
- ❖ Maintaining a healthy body weight
- ❖ Getting sufficient sleep

CDC, 2016

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What Works Based on the Best Evidence

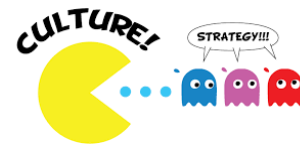
- Comprehensive well designed health promotion programs that are built on a **culture and environment of health and wellness** that support individual efforts at changing lifelong health habits by putting in place policies, programs, benefits, management, and environmental practices that intentionally motivate and sustain health improvement
- Leader and middle manager role modeling and support
- Grass roots wellness initiatives that build a culture of wellness (e.g., wellness innovators)
- Visual communication triggers at decision points
- Cultures that make healthy choices the default choices
- Incentives can stimulate short-term positive outcomes, but not long-term behavior change



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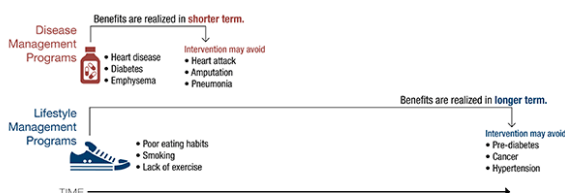
A Sustainable Culture of Wellness is a Must for Health

*Remember,
Culture Eats Strategy!*



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Disease Management Addresses Immediate Health Problems, Whereas Lifestyle Management Mitigates Longer-term Health Risks



Mattke, S., Hangsheng L., Caloyeras, J., Huang, C. Y., Van Busum, K. R., Khodakov, D., & Broderick, M. (2014). Do Workplace Wellness Programs Save Employers Money? Santa Monica, CA: RAND Corporation.

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Disease Management Provided a Much Greater Return on Investment than Lifestyle Management



Mattke, S., Hangsheng L., Caloyeras, J., Huang, C. Y., Van Busum, K. R., Khodakov, D., & Broderick, M. (2014). Do Workplace Wellness Programs Save Employers Money? Santa Monica, CA: RAND Corporation.

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There are Five Components of Successful Health Promotion Programs

1. Health education, focused on skill development and lifestyle behavior change along with information dissemination and awareness building.
2. Supportive social and physical environments, reflecting the organization's expectations regarding healthy behaviors and implementing policies promoting healthy behaviors.
3. Integration of the worksite program into the organization's benefits, HR infrastructure, and environmental health and safety initiatives.
4. Links between health promotion and related programs, like employee assistance.
5. Screenings followed by counseling and education on how to best use medical services for necessary follow-up.



Implementation Tactics of the Most Successful Organizations and Academic Communities

- Foster senior leaders' commitment
- Develop a comprehensive strategy
- Engage managers as role models
- Reduce employees' stress
- Establish metrics
- Communicate frequently and implement tactics to engage employees



Why Are Organizations and Academic Communities Investing in Wellness?

- For every dollar invested in worksite wellness, there is a return of more than \$4.00 in reduced healthcare costs, higher engagement, improved productivity and lower absenteeism

—Harvard Business Review



Time for Audience Participation



Ohio State's Wellness Vision & Mission

The Healthiest University & Community in the World
We exist to optimize the highest levels of wellness for faculty, staff and students across the university and global community

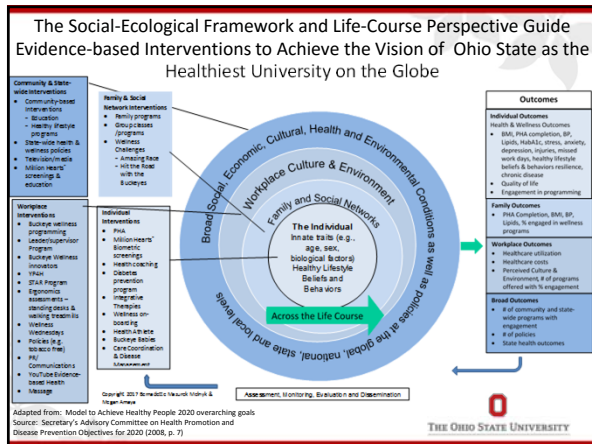


The OSU Wellness TEAM

Together, Everyone Achieves More

HR/Your Plan for Health
The OSU Health Plan
Buckeye Wellness and Buckeye Wellness Innovators
Student Life
One University Health & Wellness Council and Sub-Councils





**In God We Trust,
Everyone Else Must
Bring Data!**



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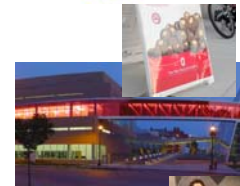
2016-2019 OSU Health & Wellness Goals

1. Enrich the wellness component of culture and environment that supports the nine dimensions of wellness for faculty, staff, and students
2. Engage in evidence-based practices and continuous quality improvement to facilitate sustained healthy lifestyle behaviors to ultimately reduce the burden of chronic conditions while providing measurable outcomes and demonstrating value.
3. Communicate simply, moving towards a goal of having an effective voice for faculty, staff and student wellness.
4. Promote local, state-wide, and national/international wellness through the sharing of best practices to impact change and population health outcomes.

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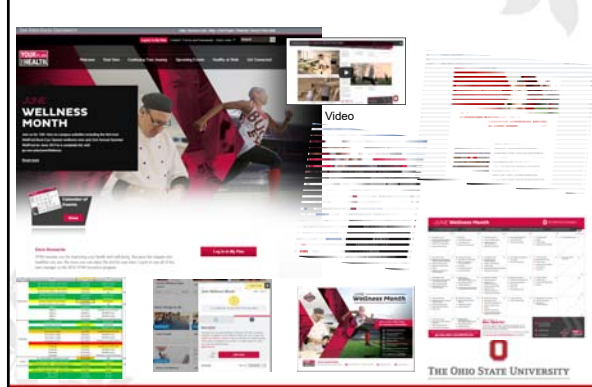
Examples of Culture & Environmental Supports

- PHA completion assistance
- Faculty & Staff Fitness Program
- RPAC & Rec Sports
- Healthy vending options
- Healthy food options in the dining halls
- Tobacco free university
- Lactation rooms
- Bike racks & bike rental program
- Wellness Innovators
- On-site Weight Watchers
- Webinar educational programming
- Treadmills & standing desks
- Competitions, such as Amazing Races, dodge ball
- Chair messages
- Wellness walks
- STAR and Mindfulness in Motion



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Wellness Web Portal



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Senior Leadership Walks the Talk
President Michael Drake with our Rivals Challenge Trophy
We Beat that School Up North!



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Buckeye Wellness Innovators A Force in the Grass Roots

- Total Number:
 - 279 University
 - 210 Medical Center
- Units Represented
 - 52 Academic
 - 100 Medical Center
 - 5 Regional
 - 11 Extension




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The Million Hearts® Initiative and Ohio State

- Million Hearts® was launched by the DHHS and the CDC in 2012 to prevent 1 million heart attacks and strokes by 2017
- Ohio State was the first University-wide partner in the U.S.


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Increased Emphasis on Knowing your ABCs

- Appropriate Aspirin Therapy
- Blood Pressure Control
- Cholesterol Management
- Smoking Cessation
- Stress Reduction*



Picture <http://www.thefdiabetesclub.com/wp-content/uploads/2010/07/blood-pressure.jpg>

* Added by Ohio State University


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The National Interprofessional Education and Practice Consortium to Advance Million Hearts®

- OSU is the founder
- The goal is to screen and educate 100,000 people about Million Hearts® by December, 2017
- Now with over 150 participating organizations and Universities
- Over 62,000 people across Ohio and the U.S. have been screened
- Join us by becoming a Million Hearts® Community Ambassador. Access the free educational modules at <https://millionhearts.osu.edu>



Wellness & Benefits Alignment

100% PCP Coverage
Care Coordination/Case Management
Health Risk Appraisal
24/7 Nurse Line
Biometric Health Screenings
Annual Flu Immunizations
Alternative Wellness Therapies
Weight Watchers Subsidy
Buckeye Baby Program
Health Coaching
Educational Programming
Wellness Activities & Events


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The Health Athlete Workshop for Leaders, Faculty, Staff and Students

- Expands capacity for peak performance under stress without compromising health and happiness
- Expands capacity to make personal change




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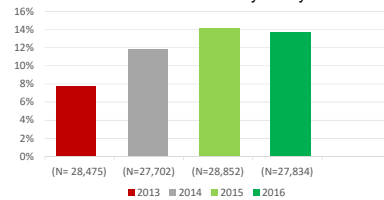
Tracking of Outcomes, including ROI, Determines Impact

- **Culture and Environment of Health and Wellness**
 - CDC Worksite Scorecard
 - 11 Item Wellness Culture and Environment Scale (Melnik & Amaya, 2012)
- **Population Lifestyle Behaviors and Health Outcomes**
 - Lifestyle behaviors (e.g., intake of fruits and vegetables; physical activity)
 - Prevalence data to show burden of illness
 - Incidence data to show rate of changes in burden of illness
 - Mental health data (PHQ and GAD-7)
 - Biometric Data (e.g., high blood pressure, high cholesterol, BMI)
 - Engagement in programming
- **Fiscal Health**
 - Per member Per Year (PMPY) costs of health insurance plans for faculty, staff and students
 - YP4H costs
 - Annual costs of absenteeism, presenteeism, and disability
 - Excess costs associated with obesity, hypertension, prehypertension, diabetes, pre-diabetes, depression and smoking

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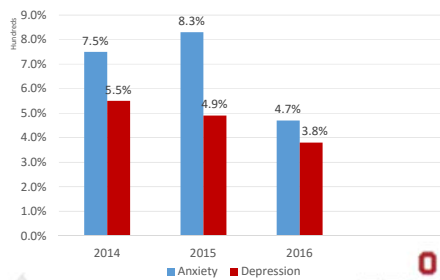
Percentage of Low-Risk Employees According to Framingham Risk Scores

Employees with Five Health Assets
Normal BP, < 200 Cholesterol, HDL, Non-Smoker,
No Prior Diabetes or Coronary Artery Disease



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Percent of OSU faculty and staff with elevated levels of anxiety and depression



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YOUR PLAN
HEALTH

Engagement Leads To Greater Outcomes 2015-2016 Impact



Higher program participation = greater improvement

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OSU's Healthcare Spend and Return on Investment

- -2.4% compared to +4.3% in other organizations
- \$3.65 ROI for every dollar invested
- Cumulative productivity savings: \$15,424,829



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The 4th National Summit on Building Healthy Academic Communities

April 30/May 1, 2019 at The Ohio State University

See www.healthyacademics.org

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Key Strategies for Building Healthy Communities

- Improving the built environment
 - Access to quality affordable housing, nutritious foods, safe places to work and play
- Providing access healthcare
- Offering quality affordable education
- Providing opportunities for connection and social support within the community
- Role modeling and support from leaders
- Grass roots efforts
- Strong academic-community and public-private partnerships
- Evidence-based policy making
- Rapidly translating evidence from research to improve outcomes
- Use of block parties, schools, community centers, homes and fire stations to boost health and well-being.

A Shining Example: Manchester's Weaving of Health into the Community
 Recipient of the 2016 RWJF prize for building a culture of health
<https://www.youtube.com/watch?v=8GHjBvoRi6U>

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Ohio State's College of Nursing Ask a Buckeye Nurse Program



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Student Generated Innovative App to Guide our Community to High Quality Low Cost Resources



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Interprofessional Health Sciences Colleges Wellness on Wheels (WOW) Tours Across Ohio



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Faculty Research

Healthy Lifestyle Intervention for High-Risk Minority Pregnant Women: A RCT



Susan Gennaro, PhD, RN, FAAN

Bernadette Mazurek Melnyk, PhD, RN, CPNP/PMHNP, FAAN

Jacqueline Hoying, PhD, RN

FUNDING FOR THIS STUDY BY NIH/
THE NATIONAL INSTITUTE ON MINORITY HEALTH AND HEALTH DISPARITIES
R01MD012770

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Faculty Research

Mentoring to be Active

A randomized controlled trial to compare a teacher delivery approach with a peer mentoring approach in teaching students how to develop a personalized physical activity program at home

Laureen Smith, PhD, RN, FAAN

Rick Petosa, PhD

FUNDING FOR THIS STUDY BY THE NATIONAL INSTITUTES OF HEALTH



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Ohio State Total Health & Wellness

at University Hospital East

The Ohio State University College of Nursing is pleased to offer a nursing practitioner-led, comprehensive primary care practice at University Hospital East.

Ohio State Total Health & Wellness offers an interdisciplinary team approach to integrated physical and mental health care for patients across the city area.

The care team includes:

- Family nurse practitioners (FNPs) to assess your current state of health, provide evidence-based management of health conditions, and assist you in reaching optimal wellness.
- Psychiatric mental health nurse practitioners and mental health counselors to help you with anxiety, depression and other mental health issues.
- Pharmacists to review and answer questions you might have about your medicines.
- Diabetes to help you learn about your diet and how to eat and cook to improve your health.
- Social workers to help with financial issues and community support.
- Nursing and other health science students who will be learning about you and your community's health needs and providing education and skills building so that you can reach optimal health and wellness.

Ohio State Total Health & Wellness

at University Hospital East

University Hospital East
1200 East Tanager, Suite 1000
1400 East Broad Street
Columbus, OH 43205

Monday, Tuesday, Thursday, and Friday: 8 am-5 pm
Wednesday: 8 am-12 pm

Phone: (614) 685-9984
Fax: (614) 685-9993
Website: www.nursing.osu.edu/tnh

COLLEGE OF NURSING
In collaboration with
Weaver Medical Center

Welcome to Ohio State Total Health & Wellness

at University Hospital East

Today, Make Just 1 Healthy Behavior Change for Your and Your Family's Wellness

The Next 5-10 Years

What can we do together in the next 5-10 years if we know that we can not fail?

Shoot for the moon, even if you miss, you will land amongst the stars

-Les Brown

There Is A Magic In Thinking Big!

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Dream, Discover and Deliver Healthier Communities Across Ohio

Just "Do It!"

Final Motivational Words

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